

**Germantown School District**  
Germantown, Wisconsin

**2009 Annual Financial Report to Citizens**

**Annual Meeting September 28, 2009**

Budget Hearing 7:00 pm – Annual Meeting 7:30 PM  
Kennedy Middle School – Gold Library

**“Reaching for Excellence Together”**

Serving the Communities of:

*Colgate, Germantown, Jackson, Polk, Richfield*

**Notice of Budget Hearing**

(Section 65.90(4))

Notice is hereby given to the qualified electors of the Germantown School District that the budget hearing for the 2009/2010 budget and tax levy will be held in the Gold Library, Kennedy Middle School, on the 28<sup>th</sup> day of September, 2009, at 7:00 o'clock p.m.

The summary of the budget is printed in this newspaper. Detailed copies of the budget are available for inspection in the District's office at N104 W13840 Donges Bay Rd. Germantown, WI. 53022 and at the district's web site [www.germantown.k12.wi.us](http://www.germantown.k12.wi.us).

Dated this 10<sup>th</sup> day of September, 2009  
Lester Spies—District Clerk

**Notice for Annual District Meeting**

(Section 120.08(1))

Notice is hereby given to qualified electors of the Germantown School District that the annual meeting of said district for the transaction of business will be held in the Gold Library, Kennedy Middle School, on the 28<sup>th</sup> day of September, 2009, at 7:30 o'clock p.m.

Dated this 10<sup>th</sup> day of September, 2009  
Lester Spies—District Clerk

**View information on H1N1 Virus, Detail Budget, Enrollment/Financial Charts & Graphs, and Legal Notices at the Germantown School District Official Web Site:**

<http://www.germantown.k12.wi.us>

## Agendas

### I. Budget Hearing - 7:00 p.m.

- A. Call Meeting to Order & Introductions  
Dr. Michael Erdmann, Board President
- B. Official Meeting Notification  
Dr. Kenneth Rogers, Superintendent
- C. Presentation of Budget & Public Comment  
Dr. Kenneth Rogers, Superintendent  
Mr. Richard Ericksen, Business Manager
- D. Adjourn Budget Hearing

### II. Annual Meeting - 7:30 p.m.

- A. Call Meeting to Order & Introductions  
Dr. Michael Erdmann, Board President
- B. Official Meeting Notification  
Dr. Kenneth Rogers, Superintendent
- C. Elect Chairperson of the Annual Meeting
- D. Report from School District  
Dr. Kenneth Rogers
- E. Treasurer's Report of Fund 10 - General Fund  
Mr. Tom Bowe, Board Treasurer
- F. Resolutions:
  - F1. Vote a Tax in the Amount of \$ 550,000 to Maintain a Fund for the Purpose of Financing, Remodeling, Repair and Improvement Projects at Various District Buildings and Sites
  - F2. Authorize Tax Levy for the 2009-2010 School Year for All District Operations
  - F3. Authorize the School Board to Establish the Annual Meeting Date and Location for 2010/2011
  - F4. Approve Salaries and Expense Reimbursement of School Board Members
- G. Adjourn Annual Meeting

## A Message from the Superintendent

Greetings to the Residents of Germantown School District:

With this document you will find information on the school budget and some regular annual notices. I would ask you to also note the agenda for our Annual Meeting On September 28 at Kennedy Middle School.

In these very unique economic times, the school district has continued to do the best we can to create efficiencies and keep moving forward in strategic ways. We have continued to have some of the best student test scores in the state and nation. On Tuesday, September 15, we received an announcement that U. S. Secretary of Education, Arne Duncan today designated County Line Elementary School as a Blue Ribbon School for 2009. County Line Elementary School is one of 8 public and private schools from Wisconsin to receive this award for excellence in education. This award acknowledges their efforts to help ensure that every child achieves and attains higher levels of performance and recognizes the school's improvements in student achievement. The schools will receive a plaque and a flag at the Blue Ribbon Schools awards ceremony in November.

The Blue Ribbon Schools Program honors public and private schools that are academically superior or have shown dramatic improvement in student achievement to high levels, especially among disadvantaged students. These schools will serve as models for other schools throughout the nation and details of the achievements will be shared with others on the U. S. Department of Education's website.

Although this is only one school in our district but we believe it is indicative of all of our schools. **They are all Blue Ribbon schools in my opinion.**

In addition to doing so well in our main field, academics, the district has continued to do all possible to keep up and improve the buildings and grounds in the Germantown tradition of taking pride in what has been given to us.

I would like to publically thank the school board and staff of the district for their hard work and dedication to the cause of taking excellent care of our most precious resource - our children. I am also thankful for the tremendous support from the community for our schools.

Sincerely,

Dr. Kenneth R. Rogers  
Superintendent of Schools

**Annual Meeting Agenda Item II E – Treasure’s Report**

**Treasurer’s Report of the General Fund Operations Only**

	<b>Budget 2008/2009</b>	<b>Post Field Audited 2008/2009</b>	<b>Adopted 2009/2010</b>
<b>Sources of Revenue</b>			
Beginning Fund Balance	\$ 4,532,086	\$ 4,532,086	\$ 4,385,787
Total General Fund Revenue	<u>40,099,703</u>	<u>40,575,585(1)</u>	<u>41,892,418</u>
<b>Total of Sources</b>	<b><u>\$44,631,789</u></b>	<b><u>\$45,107,671</u></b>	<b><u>\$46,278,205</u></b>
<b>Uses of Revenue</b>			
Ending Fund Balance	\$ 4,532,086	\$ 4,385,787	\$ 4,386,490
Total General Fund Expenditures	<u>40,099,703</u>	<u>40,721,884(1)</u>	<u>41,891,715</u>
<b>Total of Uses</b>	<b><u>\$44,631,789</u></b>	<b><u>\$45,107,671</u></b>	<b><u>\$46,278,205</u></b>

**Footnotes:** (1) New accounting regulations require the capitalization of leases in equal amounts in both revenue and expenditure accounts. This amount was \$626,751 in 2008/2009 (mostly for energy investments) – although planned it was not included in the 2008/2009 budget figures shown above. Also, included in the general fund expenditure line for 2008/2009 is an estimate for a labor contract settlement covering two-years.

**Annual Meeting Agenda Item II F - Resolutions:**

**F1: VOTE A TAX IN THE AMOUNT OF \$550,000 TO MAINTAIN A FUND FOR THE PURPOSE OF FINANCING, REMODELING, REPAIR, AND IMPROVEMENT PROJECTS AT VARIOUS DISTRICT BUILDINGS AND SITES.**

**Qualified Elector should read ...** “NOW, THEREFORE, BE IT RESOLVED by the electors of the Germantown School District, Washington County, State of Wisconsin, that a tax be levied in the amount of \$550,000 to maintain a fund for the purpose of financing, remodeling, repair, and improvement projects at various district buildings and sites.”

**Informational Note:** *The purpose of the Capital Expansion Fund 41 is two fold: First, it identifies the amount of funds that the district is expending on major capital and energy investments district wide. Secondly, by using Fund 41 as opposed to the General Fund 10, the district generally receives more state equalization aid.*

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**F2: AUTHORIZE TAX LEVY FOR THE 2009-2010 SCHOOL YEAR**

**Qualified Elector should read ...** “NOW, THEREFORE, BE IT RESOLVED by the electors of the Germantown School District, Washington County, State of Wisconsin, that a school tax be assessed against all taxable property within the Germantown School District in the sum of \$30,079,658 necessary to operate and maintain the district school system and to finance the recommended budget, debt service, and community service obligations for the 2009-2010 school year.”

**Informational Note:** *The Board of Education has proposed a tax levy of \$30,079,658 divided as follows: General Fund (10) \$27,188,187; Debt Service Fund (30) \$2,191,471; Capital Expansion Fund (41) \$550,000; Community Service Fund (80) \$150,000.*

**Annual Meeting Agenda Item II F – Resolutions Continued:**

**F3: AUTHORIZE THE SCHOOL BOARD TO ESTABLISH THE ANNUAL MEETING DATE AND LOCATION FOR 2010**

**Qualified Elector should read ...** “NOW, THEREFORE, BE IT RESOLVED that the electors of the Germantown School District, Washington County, State of Wisconsin, authorize the Germantown Board of Education to establish the date and place for the 2010/2011 Annual Meeting with the Annual Meeting starting at 7:30 p.m., excluding the evening of the first school day of the 2010/2011 school year.”

**Informational Note:** This allows the administration and school board maximum flexibility to prepare a budget and tax levy for the annual meeting given the dynamics of the state budget approval process which significantly impacts the district’s revenue.

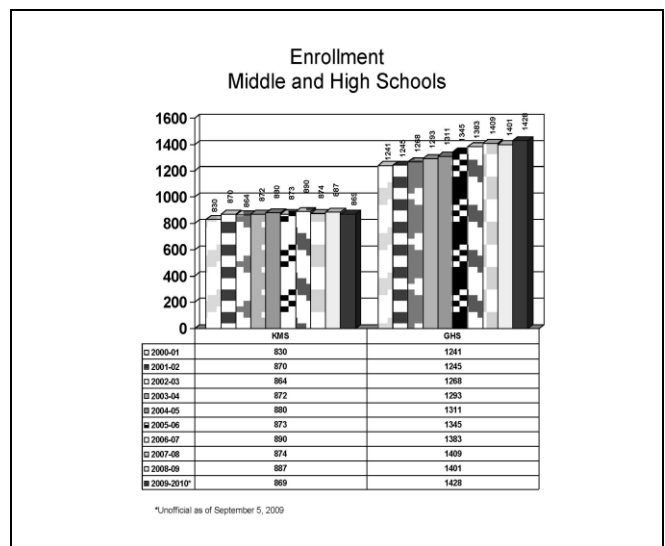
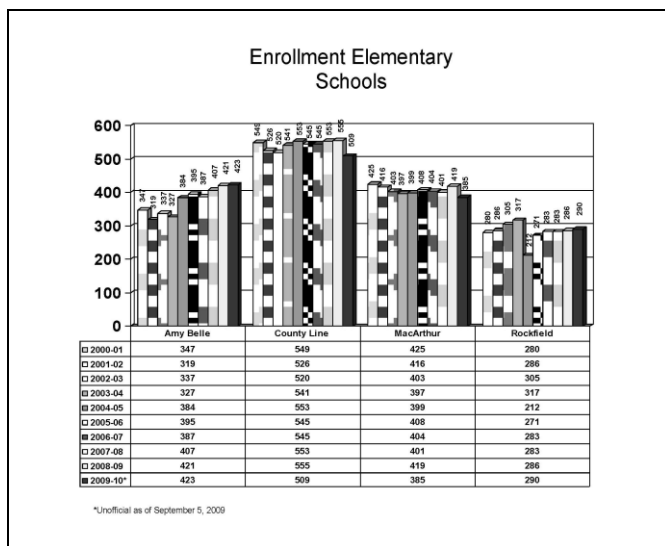
**F4: SET SALARIES AND EXPENSE REIMBURSEMENT OF SCHOOL BOARD MEMBERS**

**Qualified Elector should read ...** “NOW, THEREFORE, BE IT RESOLVED that the electors of the Germantown School District, Washington County, State of Wisconsin, that the yearly School Board salaries, as established at the September 28, 2009 School District Annual Meeting for the period of July 1, 2009 through June 30, 2010, should be as follows: President \$ \_\_\_\_\_ Vice President \$ \_\_\_\_\_ Treasurer \$ \_\_\_\_\_ Clerk \$ \_\_\_\_\_ Other Board Members \$ \_\_\_\_\_. Be it further resolved that the board members be paid \$40.00 for full-day special functions outside of the district and for the annual tour of the schools, and \$20.00 for half-day special functions or evening functions outside of the district. Out-of-district mileage shall be reimbursed at the current IRS per mile rate. Reimbursement shall be made for other actual necessary expenses (meals, lodging, etc.)”

**Informational Note:** The school board salaries for 2006/2007 were established at the October 9, 2006 annual meeting, re-established at the same amount at the 2007/2008 & 2008/2009 annual meetings and are as follows: President - \$3,500.00; Vice-President - \$3,500.00; Clerk - \$3,500.00; Treasurer - \$3,500.00; Other Members - \$3,500.00

**ENROLLMENT BY SCHOOL BUILDING**

Note: The first bar on left in a school grouping refers to the 2000-01 school year, followed by all other bars in the grouping referencing subsequent school years reading from left to right.

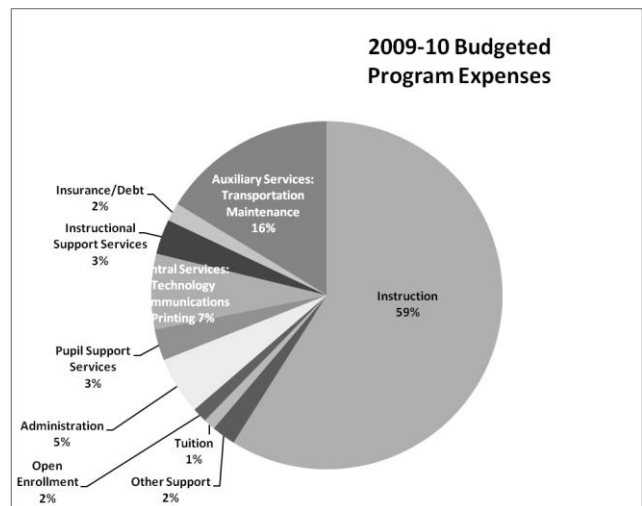
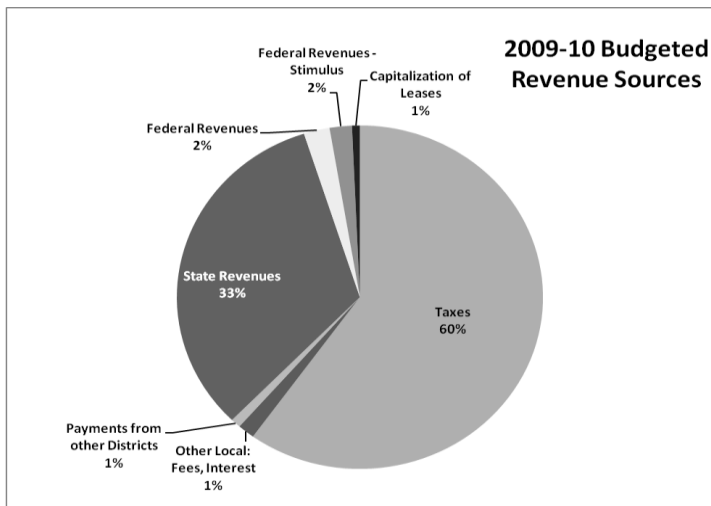


**2009/2010 BOARD OF EDUCATION APPROVED BUDGET**

<b>GENERAL FUND - FUND 10</b>	<b>Audited 2007-2008</b>	<b>Post Field-Audit 2008-2009</b>	<b>Budget 2009-2010</b>
Beginning Fund Balance	\$ 4,985,416	\$ 4,532,085	\$ 4,385,787
<b>Ending Fund Balance</b>	<b>\$ 4,532,085</b>	<b>\$ 4,385,787</b>	<b>\$ 4,386,490</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>			
Transfers-In (Source 100)	0	0	0
Local Sources (Source 200)	23,310,535	24,811,599	27,935,387
Inter-district Payments (Source 300 + 400)	403,113	329,867	377,170
Intermediate Sources (Source 500)	24,203	16,536	17,500
State Sources (Source 600)	14,105,476	12,697,567	13,090,769
Federal Sources (Source 700)	128,467	1,849,264	180,768
All Other Sources (Source 800 + 900)	267,325	870,752	290,824
<b>TOTAL REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>\$ 38,239,120</b>	<b>\$ 40,575,585</b>	<b>\$ 41,892,418</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>			
Instruction (Function 100 000)	17,969,359	19,713,244	20,305,593
Support Services (Function 200 000)	15,230,768	15,239,048	15,636,190
Non-Program Transactions (Function 400 000)	5,492,324	5,769,591	5,949,932
<b>TOTAL EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>\$ 38,692,451</b>	<b>\$ 40,721,883</b>	<b>\$ 41,891,715</b>

<b>SPECIAL EDUCATION FUND - FUND 27</b>	<b>Audited 2007-2008</b>	<b>Post Field-Audit 2008-2009</b>	<b>Budget 2009-2010</b>
Beginning Fund Balance	\$ -	\$ -	\$ -
<b>Ending Fund Balance</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>			
	\$ 6,950,323	\$ 7,362,400	\$ 8,542,501
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>			
	\$ 6,950,323	\$ 7,362,400	\$ 8,542,501

<b>SPECIAL REVENUE TRUST FUND - FUND 21</b>	<b>Audited 2007-2008</b>	<b>Post Field-Audit 2008-2009</b>	<b>Budget 2009-2010</b>
Beginning Fund Balance	\$ 36,198	\$ 37,754	\$ 36,483
<b>Ending Fund Balance</b>	<b>\$ 37,754</b>	<b>\$ 36,483</b>	<b>\$ 36,483</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>			
	\$ 20,310	\$ 45,169	\$ 43,000
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>			
	\$ 18,754	\$ 46,440	\$ 43,000



**2009/2010 BOARD OF EDUCATION APPROVED BUDGET**

<b>DEBT SERVICE FUND - FUND 38, 39</b>	<b>Audited 2007-2008</b>	<b>Post Field-Audit 2008-2009</b>	<b>Budget 2009-2010</b>
Beginning Fund Balance	\$ 535,643	\$ 553,332	\$ 218,999
<b>Ending Fund Balance</b>	<b>\$ 553,332</b>	<b>\$ 218,999</b>	<b>\$ 100,776</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>\$ 2,932,269</b>	<b>\$ 2,697,579</b>	<b>\$ 2,501,295</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>\$ 2,914,580</b>	<b>\$ 3,031,912</b>	<b>\$ 2,619,518</b>

<b>CAPITAL PROJECTS FUND - FUND 41, 49</b>	<b>Audited 2007-2008</b>	<b>Post Field-Audit 2008-2009</b>	<b>Budget 2009-2010</b>
Beginning Fund Balance	\$ 496,320	\$ 635,634	\$ 534,872
<b>Ending Fund Balance</b>	<b>\$ 635,634</b>	<b>\$ 534,872</b>	<b>\$ 192,782</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>\$ 1,063,045</b>	<b>\$ 1,205,881</b>	<b>\$ 955,000</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>\$ 923,731</b>	<b>\$ 1,306,643</b>	<b>\$ 1,297,090</b>

<b>FOOD SERVICE FUND FUND 50</b>	<b>Audited 2007-2008</b>	<b>Post Field-Audit 2008-2009</b>	<b>Budget 2009-2010</b>
Beginning Fund Balance	\$ 445,503	\$ 472,591	\$ 720,655
<b>Ending Fund Balance</b>	<b>\$ 472,591</b>	<b>\$ 720,655</b>	<b>\$ 682,409</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>\$ 1,483,365</b>	<b>\$ 1,569,899</b>	<b>\$ 1,571,700</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>\$ 1,456,276</b>	<b>\$ 1,321,835</b>	<b>\$ 1,609,946</b>

<b>COMMUNITY SERVICE FUND - FUND 80</b>	<b>Audited 2007-2008</b>	<b>Post Field-Audit 2008-2009</b>	<b>Budget 2009-2010</b>
Beginning Fund Balance	\$ 76,492	\$ 14,377	\$ 60,275
<b>Ending Fund Balance</b>	<b>\$ 14,377</b>	<b>\$ 60,275</b>	<b>\$ 17,470</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>\$ 179,265</b>	<b>\$ 279,715</b>	<b>\$ 206,800</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>\$ 241,380</b>	<b>\$ 233,817</b>	<b>\$ 249,605</b>

**PROPOSED PROPERTY TAX LEVY - ALL FUNDS**

<b>FUND DESCRIPTION</b>	<b>Audited 2007-2008</b>	<b>Audited 2008-2009</b>	<b>Budget 2009-2010</b>
General Fund	\$ 22,513,587	\$ 24,072,293	\$ 27,188,187
Referendum Debt Service Fund	2,600,000	2,400,000	2,191,471
Non-Referendum Debt Service Fund	0	0	0
Capital Expansion Fund	1,050,000	1,200,000	550,000
Community Service Fund	165,000	225,000	150,000
<b>TOTAL SCHOOL LEVY</b>	<b>\$ 26,328,587</b>	<b>\$ 27,897,293</b>	<b>\$ 30,079,658</b>
<b>DOLLAR CHANGE</b>	<b>\$1,030,853</b>	<b>\$ 1,568,706</b>	<b>\$2,182,365</b>
<b>PERCENTAGE CHANGE</b>	<b>4.075%</b>	<b>5.958%</b>	<b>7.823%</b>
<b>Three Year Average</b>			<b>5.952%</b>

**TAX RATE INFORMATION - EQUALIZED RATE FOR ENTIRE DISTRICT**

	<b>Actual 2007</b>	<b>Actual 2008</b>	<b>Estimated 2009</b>
Total School Levy	\$ 26,328,587	\$ 27,897,293	\$ 30,079,658
Value of All Taxable Property Within District Boundries	\$ 3,027,699,463	\$ 3,111,765,231	\$ 3,111,765,231
Tax Rate per Thousand of Equalized Value	\$8.70	\$8.97	\$9.67
<b>Tax On Home With Market Value (Equalized) of \$250,000</b>	<b>\$2,174</b>	<b>\$2,241</b>	<b>\$2,417</b>
<b>DOLLAR CHANGE</b>	<b>-\$60</b>	<b>\$67</b>	<b>\$175</b>
<b>PERCENTAGE CHANGE</b>	<b>-2.680%</b>	<b>3.096%</b>	<b>7.823%</b>
<b>Three Year Average</b>			<b>2.746%</b>

**PROPERTY TAX & LONG TERM DEBT HISTORY**

**Tax Levy History**

<u>Fiscal Year</u>	<u>General Fund</u>	<u>Percent Change</u>	<u>Debt Service</u>	<u>Percent Change</u>	<u>Capital Projects</u>	<u>Percent Change</u>	<u>Community Services</u>	<u>Percent Change</u>	<u>Total All Funds</u>	<u>Percent Change</u>
2000-2001	\$18,685,303	-1.01%	\$1,707,573	-0.68%			\$ 73,880	0.00%	\$20,466,756	- 0.98%
2001-2002	\$18,404,669	-1.05%	\$1,873,088	9.69%	\$ 372,666		\$ 89,273	20.84%	\$20,739,696	1.33%
2002-2003	\$20,339,593	10.51%	\$2,336,747	24.75%	\$ 416,149	11.67%	\$136,426	52.81%	\$23,228,915	12.00%
2003-2004	\$21,402,416	5.23%	\$2,294,039	-1.83%	\$ 579,263	39.20%	\$128,553	-5.77%	\$24,404,271	5.06%
2004-2005	\$21,975,729	2.68%	\$2,255,045	-1.70%	\$ 686,733	18.55%	\$128,553	0.00%	\$25,046,060	2.63%
2005-2006	\$22,004,212	0.13%	\$2,339,822	3.76%	\$1,050,000	52.89%	\$155,972	21.33%	\$25,550,006	2.01%
2006-2007	\$21,280,256	-3.29%	\$2,799,612	19.65%	\$1,050,000	0.00%	\$167,866	7.63%	\$25,297,734	- 0.98%
2007-2008	\$22,513,587	5.79%	\$2,600,000	-7.13%	\$1,050,000	0.00%	\$165,000	-1.71%	\$26,328,587	4.07%
2008-2009	\$24,072,293	6.92%	\$2,400,000	-7.69%	\$1,200,000	14.28%	\$225,000	36.36%	\$27,897,293	5.96%
<b>Proposed</b>										
2009-2010	\$27,188,187	6.92%	\$2,191,471	-7.69%	\$ 550,000	14.28%	\$150,000	36.36%	\$30,079,658	7.82%
										3 Year Average of Total Tax Levy Change
										5.95%
										10 Year Average of Total Tax Levy Change
										3.89%

**School District: Total Property Value, Tax Levy Rate History, Tax on Home**

<u>Fiscal Year</u>	<u>(Market value, also referred to as equalized value, of all taxable property within district boundaries)</u>		<u>Property Tax Levy All Funds</u>	<u>Equalized Tax Rate</u>	<u>(Approximate school tax on home with market value of \$ 250,000)</u>	
	<u>(1) &amp; (2) Equalized Value</u>	<u>Percent Change</u>			<u>(2) Equalized Value</u>	<u>Percent Change</u>
2000-2001	\$1,664,556,938	6.38%	\$20,466,756	\$12.30	\$ 3,075	- 6.89%
2001-2002	\$1,881,495,225	13.03%	\$20,739,696	\$11.02	\$ 2,755	- 10.41%
2002-2003	\$1,994,701,909	6.02%	\$23,228,915	\$11.65	\$ 2,912	5.72%
2003-2004	\$2,195,517,240	10.07%	\$24,404,271	\$11.12	\$ 2,780	- 4.55%
2004-2005	\$2,375,166,733	8.18%	\$25,046,060	\$10.54	\$ 2,635	- 5.22%
2005-2006	\$2,589,549,389	9.03%	\$25,550,006	\$ 9.87	\$ 2,467	- 6.36%
2006-2007	\$2,831,236,945	9.33%	\$25,297,734	\$ 8.94	\$ 2,234	- 9.46%
2007-2008	\$3,027,699,463	6.94%	\$26,328,587	\$ 8.70	\$ 2,174	- 2.68%
2008-2009	\$3,111,765,231	2.78%	\$27,897,293	\$ 8.97	\$ 2,242	3.13%
<b>Proposed</b>	<b>Estimate</b>		<b>Proposed</b>		<b>Estimate</b>	
2009-2010	\$3,111,765,231	0.00%	\$30,079,658	\$ 9.67	\$ 2,416	7.82%
						3 Year Equalized Tax Rate Average or Impact on Home with Market Value of \$250,000
						2.75%
						10 Year Equalized Tax Rate Average or Impact on Home with Market Value of \$250,000
						- 2.89%

- (1) Calculated by Department of Revenue
- (2) Using "Market Value" allows for equalizing tax rate comparisons among communities within our district and outside our district.

**Schedule of Long Term Indebtedness**

<u>Fiscal Year Ending</u>	<u>Principal Balance Owed</u>
June 30th, 2007	\$ 12,105,357
June 30th, 2008	\$ 9,643,026
June 30th, 2009	\$ 6,785,000
June 30th, 2010	\$ 6,000,000 (1)
June 30th, 2011	\$ 5,000,000
June 30th, 2012	\$ 2,500,000

- (1) Estimate this year and beyond due to a restructuring of debt (currently in progress).

These long term obligations cover a variety of events including, but not limited to: refinancing existing indebtedness; middle & high school additions/remodeling approved in 1996 by referendum; high school stadium/soccer renovations & the middle school softball field renovation approved in 2000 by referendum; expansion of Rockfield elementary school & the high school study hall conversion to a science lab approved in 2004 by referendum. In addition, non-referendum debt was approved for middle school remodeling & high school pool conversion-construction.

Germantown School District  
N104 W13840 Donges Bay Rd.  
Germantown, WI. 53022-4499

Presorted  
First Class  
U.S. POSTAGE PAID  
Germantown, Wisconsin  
PERMIT NO. 4

Resident  
Germantown School District

### Legal Notices

#### **EQUAL EMPLOYMENT**

The Germantown School District is committed to hiring the best qualified individuals. The district does not discriminate on the basis of sex, race, religion, ancestry, sexual orientation, national origin, pregnancy, marital or parental status or other factors extraneous to the designated role. Job information can be obtained online at: [www.germantown.k12.wi.us](http://www.germantown.k12.wi.us) or by contacting Human Resources at (262) 253-3915.

#### **NOTICE OF STUDENT NONDISCRIMINATION POLICY**

The Germantown Board of Education complies with all federal and state laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of the Board that no student on the basis of race, color, religion, national origin, creed, ancestry, sex, marital or parental status, pregnancy, sexual orientation, physical, mental, emotional or learning disability or handicap shall be discriminated against, excluded from participation in, denied the benefits of, or otherwise be subjected to, discrimination in any education program or activity for which it is responsible or for which it receives financial assistance from the U.S. Department of Education. Except as otherwise specifically provided, all inquiries related to student discrimination (including Title IX and Title VI) shall be directed to contact listed below. Ann Goebel, Director of Pupil Services at (262) 253-3920.

#### **EQUAL EDUCATION OPPORTUNITY**

In accordance with state and federal law, the right of a person to be admitted to a school in the district and to participate in extracurricular, student services, recreational and other programs and activities shall not be influenced by discrimination based upon the person's sex, race, religion, ancestry, sexual orientation, national origin, pregnancy, marital or parental status, or physical, mental, emotional or learning disability. Discrimination is prohibited in the following areas: admissions, standards and rules of behavior; discipline, suspension and expulsion; acceptance or administration of gifts, bequest, scholarships or other aids; selection of instructional and library media materials; testing, evaluating and counseling of students; facilities; opportunities for participation in athletic programs; and food service program. The policy is not intended to prohibit programs or services based on objective standards of individual need or performance. Ann Goebel, Director of Pupil Services at (262) 253-3920.

#### **ANNUAL ASBESTOS NOTIFICATION**

Under AHERA (Asbestos Hazard Emergency Response Act), all primary and secondary schools are required to develop and implement a plan for managing all building materials which contain asbestos. Included in the AHERA Act is the requirement to annually notify all workers and building occupants (or their guardians) of asbestos-related activities.

Beginning in 1988, all buildings owned, leased, or "under control of" the Germantown School District were inspected by EPA accredited inspectors, with building material samples analyzed by an independent laboratory. Based on the inspection, the Germantown School District prepared and the state approved a comprehensive management plan for managing the asbestos.

Where the asbestos-containing materials are found, the District has in place an Operations and Maintenance program.

The District has accomplished the following compliance mandates regarding the administration of asbestos in school buildings:

- Environmental Management Consulting, Inc. was contracted to be the school's consultant for asbestos for the 2009 – 2010 school year.
- The District is continuing with the Operations and Maintenance Program as designed for the School District. This ensures that all asbestos materials are kept in good condition.
- Periodic "surveillance" in each area containing asbestos has been completed every six months by our consultant. Also, the buildings are re-inspected by an accredited inspector every three years.
- In the past year the District conducted the following asbestos removal activities: A small quantity, less than 10 sq.ft., of transite was removed from MacArthur Elementary.

All outside contractors shall contact the lead maintenance person before commencing work. Our goal of the Asbestos Management Plan is available for review by contacting the District Office. Questions related to this plan or any other asbestos concerns should be directed to the District's Designated Person: Donald Erickson, Director of Maintenance and Custodial Services (262)253-3930